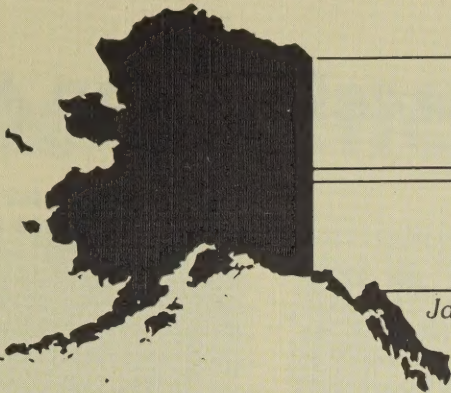


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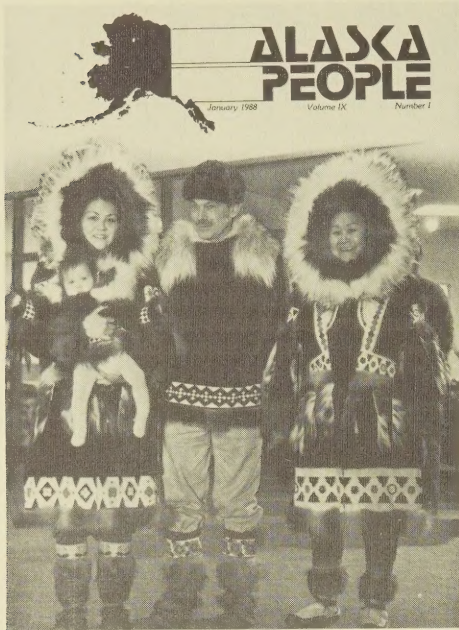
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ON THE COVER:

The Zeller family modeling full fur parkas with sunshine ruffs at the Native fashion show. (seestory on page three)

Bulletin Receives Top Award

by Sharon Durgan Wilson

The club bulletin of the BLM-sponsored Tundra Talkers Toastmasters in Fairbanks was given the Top Ten Club Bulletin Award at the August 25-28 Toastmasters International Convention in Chicago. Connie Monroe, who is editor of the bulletin, received the award from International Toastmasters President Theodore C. Wood at the convention.

One of Monroe's main goals while serving as Administrative Vice President of the Tundra Talkers in 1987 was to develop an informative, award-winning club bulletin. "I can't tell you how excited I was when I learned that our bulletin had won this award," Monroe said. "There are 6,065 toastmasters clubs all over the world and our Tundra Talkers, in Fairbanks, Alaska, won a spot in the top ten!"

Helen Hankins, a BLM geologist with the Alaska State Office, also attended the conference and was quick with the camera, recording the moment for posterity. Hankins served as governor of the Yukon-Alaska Council of Toastmasters in 1986-87.

Another BLMer, Stan Bloom, provided a great deal of technical and design assistance to Monroe during the late-night hours of bulletin creation.

"We would not have won without his assistance," Monroe said.

Toastmasters International is recognized by BLM as a valid training program. Membership in any of the clubs in Alaska can be incorporated in official training plans. The clubs offer weekly meetings that help employees develop skills in public speaking, evaluation and meeting leading. For more information contact your local training office, Helen Hankins or Connie Monroe.



Connie Monroe receives award from International Toastmaster President Theodore C. Wood at the national convention in Chicago

photo by Helen Hankins



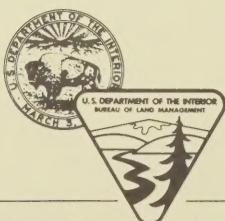
BLMers Give Generously



by Danielle Allen

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Tricia Hogervorst-Rukke



The ASO Social/Activities Committee ended 1987 by donating \$1700 to four charities. A BLM family, Our Lady of Compassion Care Center, and Missing Children of America each received \$400 and the Red Cross was presented a check for \$500. Financially the committee looks good with a balance of \$400.27 in their charity account and \$423.00 in their social account.

The ASO Committee saw its coffers grow by leaps and bounds in December as a result of bake sales which netted \$428.79 and the charity raffle which drew a whopping \$934.90 in sales.

BLMers outdid themselves by donating a slew of items for the Christmas Raffle. Business contributions included two Mexican dinners from LaCabana and a \$25 gift certificate from Guidos.

ASO Social Activities Chairperson Mike Haskins says, "I'm looking to the new year and hoping that management and BLM employees will become more involved by working with the Salvation Army and Our Lady of Compassion."

At the BLM's Campbell Tract, the CT Activities Committee came into existence in November and was able to end the year by making \$1250 for charity. More than \$1,000 was earned from an auction and 10% from an arts and crafts sale brought over \$100. Splitting the proceeds are the Salvation Army, Christmas Food Fund, St. Francis House for Food Assistance at Christmas and a BLM family.

Campbell Tract Social Activities Chairperson Maryanne Wetzell says, "I thank everyone who helped and those people from ASO and the Campbell Tract who contributed and bought things."

Native Americans Recognized

photo by Jim Mroczek



Susie Ondola and her daughter Marianne, Athabascan Indians from Birchwood, display their handmade Native beadwork.

In celebration of Native American Emphasis Week, ASO BLMers recently received a rich dose of Native culture. The activities included: a photo display of 34 Native American BLM employees; a speech by Native educator Agnes Harrison on better understanding Native people; a three-day arts and crafts show; a speech by Sam Lamebull of Lamebull's Lodge entitled "It's

Alright to be Indian"; Inupiaq and Yupik dances by the Greatland Dancers; a speech by Debbie Fullenwider, President of Eklutna, Inc. on the progress of Eklutna Inc.; a Native fashion show hosted by Audrey Armstrong, coordinator for an independent Native dress review; and a speech entitled "The Beauty of Cultural Diversity" by Dr. Nancy Yaw Davis.

Tlingit, Inupiat, Athabascan, Arapaho, Yupik and Tahltan artists displayed their arts and crafts on the first floor of the federal building. Among the artists was BLMer Ralph Ahgupuk's father, George, who is well-known for his oil paintings done on the tanned skins of animals such as caribou, reindeer, moose, seal and fish.

John DeHoyos displayed his Crow Indian belongings which included a buckskin baby carrier, a medicine man's hawk claw, beaded necklaces, buckles, earrings, headbands, an Indian stone knife and buckskin clothing.

Ebony DeRoque's daughter, Melanie Beach, modeled a full-length fur parka made of chinchilla, rabbit, wolverine, beaver and seal with a calico parka cover. DeRoque and Crystal Bruns modeled winter and summer parkas made by DeRoque's mother, Ella Eningowuk of Shishmaref, Alaska.

BLMers also had the opportunity to sample several Native foods which included moose soup, caribou meat,

Ebony DeRoque, assisted by John DeHoyos and other members of the Alaska Native/American Indian Employment Program Committee, organized the activities. The Committee was created to:

- Increase Alaska Native/American Indian representation in the workforce of BLM statewide.

- Provide guidance, support and career assistance to Native American employees and applicants.

- Increase awareness of BLM programs in the Native American Community and with Regional and Village Corporations.

- Assist in attracting qualified Native Americans to BLM jobs, and to increase use of special hiring authorities to accomplish this.

- Assist with Special Emphasis Programs, Presentations and Ceremonies.

The Committee members are:
Ebony DeRoque, Chairperson, (963)

The Committee members are:
Ebony DeRoque, Chairperson, (963)
Ralph Ahgupuk (922)
John DeHoyos (972)
Jack Grafton, Program Manager, (915)
Joe Morris (050)
Alice Hossfeld (FBX 965)
Tom Dean (DM 060)
Dave Ruppert (FBX 060)
Sonny Thomas, Recorder (922)
Paula McHale (040)

In Fairbanks

Native Panel Discusses Employment Problems

by Sharon Durgan Wilson

The Equal Opportunity Program of northern Alaska recognized American Indian/Alaska Native Heritage Week by hosting a panel discussion on the employment problems encountered by Native people.

The program, entitled "Interfacing Cultures in the Workforce," featured staff members of the Fairbanks Native Association and the Tanana Chiefs Conference. Each person presented a facet of the employment picture in Alaska based on their field of expertise, then answered questions from the audience.

As job developer and counselor for the Fairbanks Native Association, Nellie Hamsley explained the scope of

her local employment placement program and the services offered to clients and employers.

Director of Education and Employment for Tanana Chiefs, Orie Williams, discussed the extremely high unemployment rate in most villages and told of the success Doyon has had training roustabouts for its drill rig operation on the North Slope.

Mae Clow, Tanana Chiefs employment coordinator for the Inupiat Community of the Arctic Slope and the Job Training Partnership Act programs, explained how her section coordinated training and jobs throughout northern Alaska.

Don Shircel, Tanana Chiefs director of family services and a counselor, shared his philosophy about interfacing

cultures on the job. Shircel said that people often used cultural differences as a crutch when encountering communication difficulties in the work place. His opinion met with some dissent from BLM supervisors. J.S. Ristow, supervisor of the Fairbanks Support Center docket section, pointed out that knowledge of cultural differences and preferences could aid in the communication process and prevent misunderstandings.

Shircel said he knew many people felt that way, but he called on supervisors and employees to develop a greater sensitivity to people as people, making cultural differences a secondary consideration. "It all boils down to effective communication: listening and understanding."

Class Guides Upwardly Mobile Managers

In October Photogrammetry's Ray Thomas participated in the Bureau's Advanced Leadership Training in Estes Park, Colorado. "It was a very positive experience," says Thomas, "I learned a lot and met some highly motivated Bureau managers."

Thomas competed for the opportunity against other Alaska BLMers. As winner, he soon found out he had his work cut out for him. He was sent prework material which included: a Bureau second-level manager competency model which he was required to review with his supervisor to compare his competency to the items in the proposed Bureau model. "The competency model helped me determine where I needed to broaden my experience to gain needed knowledge, skills and abilities," says Thomas. "From it we worked out an Individual Development Plan for the workshop." The IDP was later used by a panel of Bureau chiefs to council him in his career.

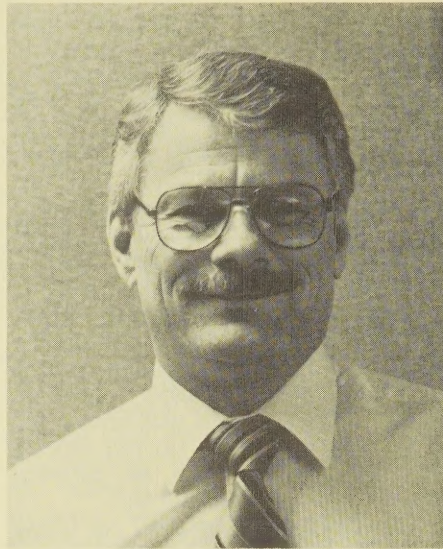
Two books entitled "Leaders" and "The Leader" were required reading, and Thomas was asked to fill out a Myers-Briggs Type Indicator. "I had to answer questions which were designed to provide useful insights as to my preferences in using my mind. These preferences, when taken together, produce a personal style that characterizes my most frequently used patterns of thinking and behaving. The results of the test helped me to understand how to adjust my communications in dealing with various types and how to compensate for the communication demands of work."

Twenty-one BLM area and district managers, deputy state directors and branch chiefs participated in the session.

Early in the session the participants shared their profiles. "This helped us work with each other and is helping me develop more confidence at the work place since returning from the class," he said.

The Type Indicator is also designed to help participants evaluate their strengths and weaknesses.

Twenty-one BLM managers which included area and district managers, DSDs and branch chiefs participated in the week-long session. "We were



Ray Thomas

organized into three teams to participate in a simulation exercise based upon setting up a new land management agency in the year 1993.

"Each team's task was to develop a strategy on how this was to take place and report to the new director of the Land Resources Service." The simulation was designed to facilitate each team's study of leadership behavior.

At the end of the simulation, the groups had to present their plans to BLM Deputy Director Tom Allen, who played the role of Director of the new Land Resources Service. "Tom was very articulate and questioned the process by which we arrived at our decisions; how we planned to accommodate the political element such as the Congressional delegation and the governors of the states involved and how we would keep the impacted people informed, Thomas said.

Throughout the exercise a facilitator evaluated each group and how each team member interacted and participated. "The facilitators were frank in critiquing us," says Thomas. "I learned that 'we' as managers have the tendency to listen to someone only to reply rather than listening to learn.

"The course helped us look at a problem from more than one direction before trying to solve it. The work environment in the 1980's is very complex. It is the managers' challenge to utilize the energy of the workforce to their advantage. The '80's leader influences through communication and leadership. If we can learn to manage ourselves, we can lead others.

"I highly recommend the course and are planning to pursue upwardly mobile careers to take it. This is a very positive learning experience and will help you set goals for yourself. You can gain a lot of insight into how you work with people," says Thomas.

The course was headed by WO OD Specialist Mike Evans and included time with Director Bob Burford, DSC Director Bob Moore, and Deputy Directors Tom Allen and Dean Stepanek. "We were given the opportunity as a group to kick back informally and ask them any question we might have about their career development and discuss our concerns about career advancement and mobility and tenure. They individually discussed our IDPs with us and provided counseling as to our career expectations," says Thomas.

At Estes Park, participants were asked to develop a mission statement for themselves and review it often after they returned to their jobs. Participants will attend a followup course in six months.

FY'88 Budget Appropriations

The Bureau of Land Management has received \$498,983,000 in appropriations for FY'88. This is \$5,334,000 more than was proposed by the House.

While there are some program decreases for Alaska BLM, the net increase above the amount proposed by the House consists of \$400,000 for the nonenergy minerals environmental statement on the cumulative impacts of mining; \$2,000,000 for the Alaska lands program; \$150,000 for the rehabilitation of the Tangle Lakes Campground; and \$4,000,000 for Cadastral survey.

Under Construction and Access funding, \$3,430,000 is appropriated for BLM nationwide. Of this amount, \$420,000 is designated for architectural and engineering work for a new AFS smokejumpers operations building and \$560,000 for expenses for moving the Fairbanks districts into their new office and for moving the Alaska Fire Service into the former district office.

BLM ALASKA YEAR IN REVIEW



In the time-honored tradition of the new year, we take this opportunity to look back at some of the events that shaped the year and our accomplishments.

Last year was notable for the reorganization, the Sierra Club lawsuit on the cumulative impacts of mining, the National Public Lands Advisory Council tour and the ANWR controversy.

Nineteen eighty-seven proved to be the year of the statistic for the "new" Bureau of Land Management in Alaska. We recorded a lot of numbers to gauge productivity and success. Numbers are after all, a handy way to explain to others the extent of our mission, indicate the streamlining of the organization and add a concrete element to the complex tasks we perform.

What follows is a picture of 1987 formed by some of the numerical facts of the year coupled with some of the results of reorganization.

MEETING A COMMITMENT

Our mission is to convey land and in 1987 the Division of Conveyance patented **2,197,516 acres** of State selections bringing the total acreage patented to the State to 83.1 million.

Area adjudication meant that employees learned to handle many different types of cases as they contributed to the transfer of lands to other entities.

In line with this, the Withdrawals Staff on the Division of Lands and Resources wrote orders revoking 15 withdrawals and opening 11,700 acres of land identified as high priority for State selection.

As of September 30, 1987, the end of the fiscal year, Alaska Native Corporations received **35,135,561 acres** or 80 per cent of their entitlement under the Land Claims Act. Of this amount, 30 million acres

are yet to be surveyed and patented.

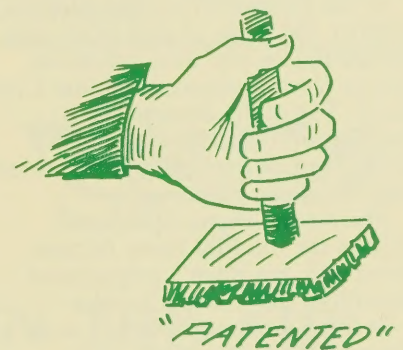
More than **1,000 native allotment parcels** were surveyed, an increase of 504 over the previous year, which can be attributed to the implementation of the Patent Plan Process. In addition, 345 certificates of ownership were issued to Native claimants.

A key step in the Patent Plan Process is survey and the Division of Cadastral Survey outdid itself in '87, meeting and beating all goals for numbers of miles and townships surveyed.

Field surveys were completed for 280 native allotments and small tracts, 822 miles of rectangular survey and 325 miles along the Alaska Railroad right-of-way. Another 1,498 miles were surveyed by contractors. Review to assure the survey plats are

accurate was accomplished to the tune of 253 plats or 4,615 miles.

The Branch of Photogrammetry was added to the Division of Cadastral Survey as part of the reorganization.



ON THE GROUND

One of the objectives of the reorganization is to make more dollars available to the districts for on-the-ground work. Such field work varies from district to district but many programs, including easement identification and other types of lands work occur in all districts.

An inventory of ANCSA easements reserved under section 17(b) of the Alaska Native Claims Settlement Act was completed for lands conveyed to

date, bringing the statewide total to more than **2,000 easements** or **6,600 miles**.

Anchorage District staff completed 237 Native Allotment field exams, while the Kobuk District completed 50 and Arctic 20. Kobuk prepared 100 reports on previously examined allotments.

As for other types of realty cases such as right-of-way permits, FLPMA leases and R&PP leases, the

Anchorage District led the pack again with 161 actions. Glennallen recorded 60 realty actions, Steese/White Mountains 50, Arctic 34 and Kobuk 15.

The Arctic District had the lead on processing permits for Operation Brim Frost, the big military exercise.

Glennallen conducted 18 field exams and wrote 25 reports on settlement claims in the Slana open to entry area.

continued from page 5

Both Glennallen and Steese/White hired rangers, a first for Alaska.

Meanwhile the Anchorage District environmental education program continued this year with 1,780 students from 34 schools participating.

Recreation programs grew in several districts in '87. Glennallen added 12 new camping units, performed trail maintenance on several trails and arranged for a highway bridge over Sourdough Creek to be moved for future installation in Sourdough Campground.



With the help of personnel from the Department of Natural Resources and the Alaska State Office, the staff completed designs for campground reconstruction and drilled and tested new water wells.

In the Steese/White Mountains District 130 miles of trail work was completed as well as a centerline survey for the proposed Nome Creek Road. The staff constructed a campground with 25 units on the West Fork of the Dennison Fork at mile 49 Taylor Highway.

The Arctic District prepared studies for the Ray River Access Road and Jim River campground located in the Utility Corridor.

In the Anchorage District work was done on 27 miles mostly along portions of the Iditarod Trail.

Cooperative management agreements for the Iditarod National Historic Trail were signed with the City of Seward, Fish and Wildlife Service, the Forest Service and the Anchorage Museum of History and Art.



WHERE THE WILD THINGS ARE

When it comes to wild things counting is a basic management activity.

The Kobuk District conducted: fisheries inventories of the Fish River system; of six lakes and 11 streams in the Kigluaik Mountains; completed the Squirrel River wildlife inventory; initiated a subsistence study on 500,000 acres; and finished the peregrine inventory on the Shaktoolik River and Kingmetolik Creek.

Four new active peregrine aeries were discovered in the Lime Village region of the Anchorage District and 23 chicks were banded. Four artificial nest platforms were built for the falcons.

The first successful prescribed fire was conducted in the Steese/White for the purpose of improving and restoring moose habitat in the White Mountains National Recreation Area.

In addition, Steese/White biologists inventoried 240 miles of river and two lakes for fishery resources and found one new active peregrine falcon nest.

Eagle research got off the ground in the Glennallen District; 28 eaglets were banded and 38 nests identified.

Fifty remote lakes in the Gulkana River wetlands were inventoried for fisheries resources, turning up a healthy population of lake trout. A program to introduce chinook salmon in the West Fork of the Gulkana was also initiated in cooperation with Alaska Department of Fish and Game.

An annual trumpeter swan survey involved the banding of 17 cygnets.

Several wildlife studies were continued in the Arctic District including the monitoring of caribou, peregrine and grizzly bears. A multi-agency study including Fish and Wildlife Service and Minerals Management Service of Pacific Black Brant was initiated at Teshepuk Lake.

LOOKING FOR THE PAST

A whopping 80 reports of cultural resource exams were completed in the Anchorage District where staff completed a multiple property nomination to the National Register of Historic Places for sites and segments of the Iditarod Trail. Nominations were also completed for individual sites along the trail.

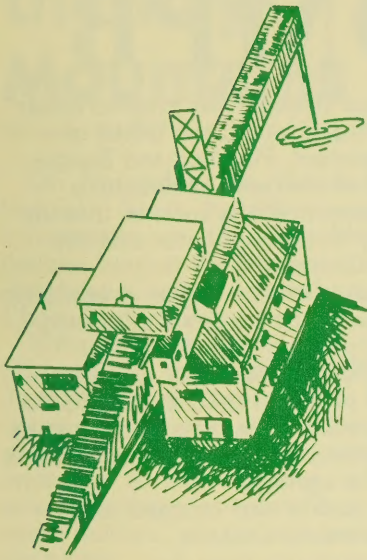
Glennallen saw 29 cultural resource inventories completed on 4,500 acres. The district finalized two Memoranda of Agreement with the State Historic Preservation Officer concerning BLM campground construction.

Arctic performed 44 routine cultural exams covering 10,000 acres. Steese/White completed 58 actions, of which 44 were on-the-ground surveys permit areas. Kobuk's 26 actions involved 26 on-the-ground surveys covering 20,000 acres.

Statewide 52 cultural sites were discovered or reported on BLM land. These include the discovery of a rockshelter and pictograph near Haines. More than 30 new sites were recorded for the Tangle Lakes Archaeological District, nine sites in the Arctic District and three historic and five prehistoric sites in the Kigluaik Mountains.



FROM UNDER THE GROUND



The agency continued its mission of processing mining claims and of monitoring disturbance to surface resources during the active mining season. To facilitate that task the 3809 surface protection handbook was revised.

Mineral patent reports were completed for two claims in the Anchorage District; three in the Kobuk and one in the Steese/White Mountains.

Examinations and inspections of mining operations were as follows: Anchorage 60; Glennallen 20; Arctic 72; Kobuk 59; Steese 130.

The big news in the Steese/White Mountains District was the study of mineral potential in the Steese National Conservation Area and White Mountains Recreation Area. Geologists from the State and the U.S. Geological Survey and Bureau of Mines estimate a 50/50 chance of healthy silver, tin and gold deposits.

The Mineral Resources Division initiated and coordinated the first test for use of SPOT satellite imagery in the Alaska BLM's minerals program.

In NPRA, 17 leases containing 354,727 acres were relinquished and 10 assignments approved. Three over-the-counter and 11 simultaneous

(SIMO) noncompetitive leases were issued.

A major environmental impact statement for the Trans-Alaska Gas Pipeline was completed and made available for public comment. Yukon Pacific Corporation filed a proposal to construct a pipeline to transport liquified natural gas from the North Slope to Valdez.

Seventeen mineral patents on 65 placer claims were issued and 10,000 unpatented mining claims were adjudicated.

The Pipeline Monitoring Branch continued its task which included overseeing the closing of the last Alyeska pipeline construction camp.

More than **\$24 million** in royalties were in the U.S. Treasury or shared with the State of Alaska in payment for 2,238,000 barrels of oil and 124,000,000 MCF of gas produced on federal lands.

The Branch of Mineral Assessment evaluated more than 50,000,000 mineral acres of federal land. High-level U.S. and Canadian officials received briefings on the branch's assessment of mineral potential in the Arctic National Wildlife Refuge. The staff responded to dozens of questions from Congress on the ANWR Report.

PUTTING OUT FIRES

The Alaska Interagency Fire Center, which combined personnel from Alaska Fire Service and Alaska Division of Forestry, was put into operation.

The Fire Familiarization Program was a success. Those chosen to participate in the program had the opportunity to put their training to good use.

The Delta, Eielson and White Mountains fires accounted for 91,700 of the 153,585 acres burned this year in Alaska.

In September and October, 1,600 emergency fire fighters and AFS personnel went to California and Oregon to fight numerous forest fires. The Alaska Fire Service warehouse shipped 150,000 pounds of equipment and supplies to the Lower 48 to support firefighting efforts. Six million in wages was paid to emergency fire fighters in 1987.

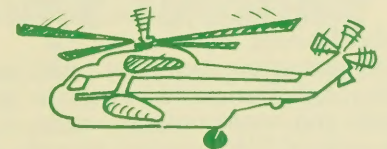
In October an Army-owned AFS cold storage warehouse burned to the ground. The approximate loss was \$2 million.

The Galena Zone staff moved their barracks buildings off the Air Force compound onto State leased property.



STRIVING FOR AN INTEGRATED WORKFORCE

Four special emphasis committees (Black, Asian/Pacific Islander, Hispanic and American Native) were initiated by the EEO staff and a very successful Native intern pilot program was started in the Arctic District. Two Native high school boys spent the summer gaining work experience in natural resource management in the Arctic District. BLM hopes to expand the program this coming summer.



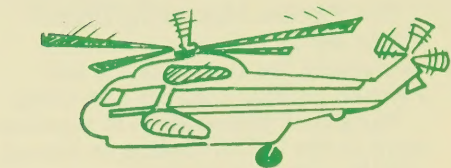
IN THE AIR

Sixty percent of the flying time done by BLM nationwide takes place in Alaska. During FY'87 Alaska BLM flew 11,100 hours at a cost of \$7.5 million.

THE H2O REPORT

With water resources getting more attention, all districts performed some stream gauging or snow surveys. Steese/White installed the first Datapod stream recorder on Beaver Creek. Arctic staffers published two professional papers on water resources.

KEEPING BLM RUNNING SMOOTHLY



Helping the organization run smoothly is what the Division of Support Services is all about.

The Branch of Human Resource Management implemented the reorganization; promoted FERS and the Thrift Plan; established new spot-cash and nonmonetary awards; processed 228 monetary awards; issued 103 vacancy announcements; and opened the new ASO Learning Center.

BLM volunteers logged in 20,233 hours valued at \$232,599.

The arrival of three new Data Storage Drives tripled BLM's Wang capacity and allowed for the redesigning of the Wang system. An inhouse Wang training program was also put into use.

BLM received a new Prime Computer to handle the AALMRS data and installed an uninterrupted power supply to the computer center. This will prevent the loss of data if there's a power outage.

Fourteen miles of cable and eight miles of telephone line were laid and a telecommunications diagnostic center was created.

The addition of the new Data General software and higher main memory installation has made it possible for BLM to produce 400 townships per year on automated survey plats.

The Fire Qualifications System, a computerized list of personnel qualified to serve on wildland fires, was produced in Alaska and installed in BLM offices throughout the U.S.

In Anchorage, Land Office Services updated 8,078 Historical Indices. The automation of 18,000 Historical Indices is more than halfway completed.

Docket opened 2,136 case files and closed 2,370 others.

The Public Room transferred 200 accounts from a manual billing system to the new Honeywell Automated Billing and Accounting System; 2,700 new mining claim location filings and 17,900 filings of Affidavits of Annual Labor were processed; and 80 Mining Claim Recordation Notices/Decisions were completed.

In Fairbanks, Title and Land Status worked 3,317 plats; Docket opened 4,827 case files and closed 8,986; and 117 Patents/Certificates were processed.

The Resources Library in Anchorage circulated 10,000 books; answered 12,000 reference questions; and added 2,500 items to the Resources Library collection.

Twenty-nine land appraisals were completed on 700 acres for an estimated fair market value of \$17.8 million. Thirteen gravel appraisals totaling 12.7 million cubic yards of gravel provided a fair market value of \$8.7 million dollars.

MAKING AND BREAKING THE NEWS

Public Affairs staffs in Anchorage and Fairbanks produced 12 jam-packed issues of Alaska People and six of BLM Frontiers, the new newsletter for public land users.

An award winning orientation video was shown to a visiting delegation from China.

Sixteen other video productions were completed along with two full-color brochures on BLM lands in Alaska and the BLM recreation program.

In addition, the two staffs organized a 52-person tour for the National Public Lands Advisory Council as well as several other VIP tours. The State Office staff planned and organized the annual award celebration for the Anchorage Federal Employee of the Year.

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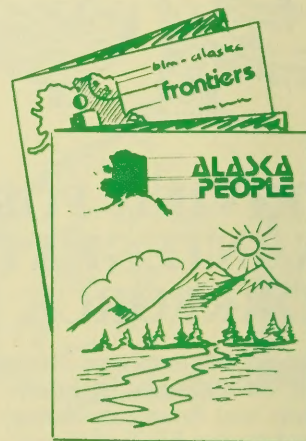
A new division was created under the reorganization, the Office of Management, Planning and Budget. This staff oversees all Resource Management Plans such as that for military withdrawal lands and the Utility Corridor.

It also oversees budget preparation and tracks the budget and priority setting process during the year.

OMPB has the ability to take on special projects, such as the EIS on the cumulative impacts of mining, by augmenting its core team with others from the agency.

The staff is also charged with organizational analysis.

Other results from the reorganization are an increase of operational dollars in the five districts for more temporaries and on the ground projects; improved communications between districts and State office; increased autonomy at the local level; and the reorganization of conveyances by geographic areas and the combination of lands adjudication and realty functions which provide realty specialists and land law examiners more varied work.



Researching Caribou in the Ray Mountains

by Susan Mitchell

On November 3-6, Kobuk District biologist Scott Robinson presented information on the Ray Mountains caribou herd at the third annual North American Caribou Workshop held at Chena Hot Springs.

Robinson has flown over the Ray Mountains, located northeast of Tanana, several times since 1983 to count caribou and assess their range and migration routes. The caribou are important to the residents of Tanana, who hunt them for subsistence, and to sport hunters, who take a few animals each year.

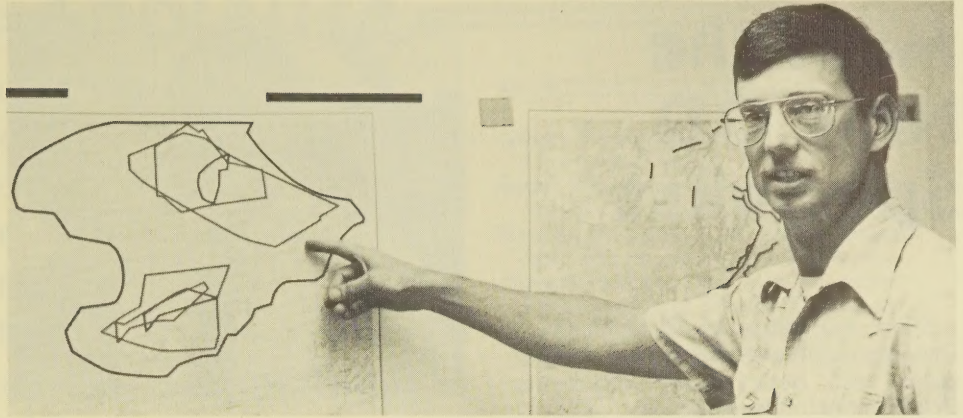
The study on the Ray Mountains herd was initiated because BLM managers were concerned that mining operations in the area would have an adverse impact on the caribou. The herd is small and does not migrate out of the area.

At the beginning of the study there were 741 mining claims, 680 of which were for tungsten. The tungsten claims were later dropped, leaving 61 mining claims for gold, asbestos and chromite in 1987. Robinson found that this low level of activity poses no immediate threat to the caribou.

During the five year period, the greatest number of caribou that Robinson counted was 507 animals, although he thought there could be many more. He also identified two main habitat areas in the high country on both sides of the Tozitna River and migration routes within the mountains.

The observed animals apparently use only about 40 percent of the available habitat, leaving room for population expansion. However, calf counts show that the herd is not increasing. In May 1983 and 1984, newborn calves accounted for 22 and 23 percent of the animals counted.

In the last three years of the study, calves were only seven percent, five percent and 12 percent of the population. This decrease could be due to any of three factors, said Robinson. First, the cows could be producing fewer calves because of range conditions or other factors. Second, the peak calving period could have been delayed, and Robinson might have counted before all the calves were born. Third, predators could be killing a large number of calves before the aerial surveys were conducted.



Scott Robinson points to a map showing the range of the caribou in the Ray Mountains and the changes in the concentrations of the animals through the winter.

Another finding was the time of year when the animals congregate. In large herds, caribou tend to come together during the calving season and then scatter during the winter months. Robinson found the opposite to be true for the Ray Mountains herd: the cows tended to be most scattered during calving. Robinson thinks that the safety in numbers gained by large herds is not as effective for smaller groups and that remaining hidden while calving is safest for the Ray Mountain cows.

Robinson created two maps for his poster presentation, one of the caribou's habitat by season of use and one of the migration routes within the mountains. He also showed a four-by-

seven foot bulletin board containing charts showing collected data and a narrative of the work. He will submit a full-length manuscript for the published proceedings of the meeting.

The North American Caribou Workshop was first held in Whitehorse, Yukon Territory, in 1985, then in Montreal, Ontario, in 1986. The Alaska Department of Fish and Game sponsored this year's meeting. The workshop focused on reproduction and calf survival topics, with additional papers presented on chemical immobilization of caribou, census techniques and professional ethics as they relate to development impacts and resource management.

BLMers Volunteer Time Tutoring



Mel Williams and Kay Schaeffer

Imagine not being able to read street signs, menus in restaurants, bus schedules or job applications. Most of us learned to read and write so long ago that it's hard for us to imagine. However statistics show that "one in five Americans is functionally illiterate."

ASO's Kay Schaeffer and Mel Williams recently joined the Anchorage Literacy Volunteer Project. They are currently studying to be tutors and will be assigned one or more students when they graduate.

Instructor training involves eighteen hours of training which takes place on Wednesday nights, (6-9 pm), and Saturdays (9-1 pm). The tutors must buy their own instruction materials for \$25. Upon graduation they are matched with a student as to male or female, approximate age and race. The Anchorage Literacy Program tries to match the requests as closely as possible.

The tutor and student meet twice weekly for about 1 1/2 hours per session. Tutors are asked to work with their student for at least one year.

"I am really looking forward to helping someone," says Kay Schaeffer. "After listening to the instructors tell us what it is like not being able to read, I suddenly realized how very fortunate I am. People who do not know how to read are basically lost and alone. They need our help!"

ASO Public Affairs is also helping the Anchorage Literacy Project by video taping the first series of lessons. If a student misses a lesson he or she can catch up by watching it on video tape.

If you're interested in volunteering with the Anchorage Literacy Project call 337-1981.

Meet the New OD Specialist

Since my arrival to BLM-Alaska, I have learned that there are a variety of ideas and perceptions regarding Organization Development (OD). Every person who enters a new position brings with them a different approach to doing business. My purpose in writing this introductory note is to acquaint you with who I am and provide you with some idea of how I might be of service to you.

I began my career with BLM in Nevada in 1966 following my first year of college. In 1974, I became a Hotshot foreman for the Forest Service in California. Three years later, I moved into Personnel Management and became the personnel officer for the Mendocino National Forest. I have specialized in Organizational Development for the past ten years and have been a trainer since 1967. I worked twelve years in fire management and eight in personnel management. (The rumor is true! I spent my first nine years working for Orville Looper, the first smokejumper foreman in Fairbanks).

My intent here is to help people in BLM Alaska to develop themselves, help groups function in a more productive way and provide managers with new tools to manage better. I am available to conduct a variety of sessions including team improvement,



team building, transition meetings, conflict management, facilitator training, third party intervention, communication skill building, and individual self analysis sessions. I am available to facilitate meetings.

I believe that we all have learned and grown as a result of all our past experiences and I hope to build on and provide still other intensive learning experiences. I know that I will learn a great deal from you about this organization.

My focus is to provide what you need, not what I think you want. My hope is that we don't become so locked into our everyday business-as-usual mind set that we forget Organization and Management Development. We can utilize those techniques to make BLM-Alaska a better place to work for all of us.

I look forward to meeting all of you and having the opportunity to work with each of you.

Ron Smith
Organizational
Development Specialist

Ducks Unlimited Comes to Anchorage

At BLM's invitation, Dave Wesley and Greg Koeln of Ducks Unlimited were in Anchorage November 9-11 to update local biologists on their group's waterfowl habitat improvements and demonstrate mapping technology using LandSat imagery. Representatives from ADF&G, USFWS, NPS, USFS and Audubon were invited to participate.

The technology used by Ducks Unlimited for mapping waterfowl habitat was seen as a viable means to inventory waterfowl habitat in Alaska. "Mapping Alaska's waterfowl habitat using LandSat Imagery is a future possibility through a cooperative partnership of BLM, Ducks Unlimited, U.S. Fish and Wildlife Service, Alaska Department of Fish and Game and other agencies and groups," says BLM's State Wildlife Biologist, Craig Altop.

The participants from Alaska will meet again to identify key and major waterfowl areas, and assign a ranking to them that would guide any potential mapping efforts if needed.

"If the effort for mapping and cataloging waterfowl habitat gets started, a significant step in meeting the goals of the North American Waterfowl Management Plan would be accomplished," says Altop.

Ducks Unlimited's main objective is to know where the wetlands are and to maximize production in those areas. The organization was started in the Midwest 50 years ago. Two thirds of Ducks Unlimited's original study area is in Canada's "Prairie Pothole Region" and the rest is in the northern U.S. Today the organization has 650,000 members, a budget of 65 million dollars, and has expanded to both coasts.

"Everything Ducks Unlimited does has direct application to reproducing ducks," says Wesley. The group puts up funds for waterfowl habitat enhancement in Canada, Mexico and the U.S., works with farmers to improve habitat on their farmlands, and serves as a watchdog group to monitor wetland changes

Nogales Recognized



During the December meeting of the Hispanic Employment Program Committee, a presentation was made to Celso Nogales. A portfolio and letter of appreciation were presented to him by the committee for his volunteer contribution to the EEO Special Emphasis Programs. He also received a special thank you from State Director Mike Penfold.

Nogales did the calligraphy on flyers for the Hispanic and Alaska Native/Indian American Week celebrations. Nogales is originally from Cali, Columbia and has been in Alaska for two years.

Celso Nogales with Hispanic Employment Program Chairperson Ann Adams

Applause

SUSTAINED SUPERIOR PERFORMANCE

Janice McDowell, Land Law Examiner, ASO Division of Conveyance Management
Loretta Fitzsimmons, Land Law Examiner, ASO Division of Conveyance Management
Paula McHale, Secretary, Anchorage District
Julie Burwell, Office Assistant, Glennallen District
Mike Collie, Land Surveyor, ASO Division of Cadastral Survey
John Farnsworth, Land Surveyor, ASO Division of Cadastral Survey
Lester Fischer, Land Surveyor, ASO Division of Cadastral Survey
Joe McAvoy, Cartographic Technician, ASO Division of Cadastral Survey
William Waldron, Cartographic Technician, ASO Division of Cadastral Survey
Sandra King, Contact Representative, Fairbanks Support Center
Nelda Garrett, Contact Representative, Fairbanks Support Center
Susan Mitchell, Editorial Assistant, Fairbanks Support Center
Robert Merrill, Lead Land Law Examiner, ASO Division of Mineral Resources
Frank Bruno, Land Law Examiner, ASO Division of Mineral Resources
Constance Van Horn, Land Law Examiner, ASO Division of Mineral Resources
Paula Benson, Land Law Examiner, ASO Division of Mineral Resources
Alice Chavez, Land Law Examiner, ASO Division of Conveyance Management
James Halloran, Geologist, ASO Division of Mineral Resources
Glen Nelson, Bindery Machine Operator, ASO Division of Support Services
Barbara Taylor, Personnel Actions Clerk, Fairbanks Support Center
Joy Brozosky, Lead Personnel Assistant, Fairbanks Support Center
Janet Kelly, Personnel Staffing Assistant, ASO Support Center
Beverly Hicks, Lead Law Examiner, ASO Division of Conveyance Management
Marcella Goins, Cartographic Technician, ASO Division of Support Services
Lynn Rogers, Cartographic Technician, ASO Division of Support Services
Marcia Walker, Lead Land Law Examiner, ASO Division of Conveyance Management
Lesley Combs, Cartographic Aid, ASO Division of Support Services

QUALITY STEP INCREASE

John Toms, Jr., Supervisory Land Surveyor, ASO Division of Cadastral Survey
Kathleen Ferencak, Land Law Examiner, ASO Division of Mineral Resources
Terry O'Sullivan, Outdoor Recreation Planner, ASO Division of Renewable Resources
Shirley Keisor, Lead Legal Technician, ASO Division of Support Services

LENGTH OF SERVICE AWARDS

10-Year Pin

Laura Matus, Land Law Examiner, ASO Division of Conveyance Management
Patrick Twohy, Land Surveyor, ASO Division of Cadastral Survey
Keith Treseeder, Contract Specialist, ASO Division of Support Services
Barry Noll, Civil Engineer, ASO Division of Support Services
Joseph McAvoy, Cartographic Technician, ASO Division of Cadastral Survey

20-Year Pin

John DeHoyos, Electronic Digital Computer Mechanic, ASO Division of Support Services
Laun Buoy, Wildlife Biologist, Anchorage District

ON-THE-SPOT CASH AWARDS

Dorothy Hanley, Miscellaneous Documents Examiner, ASO Division of Mineral Resources
Connie Teffeteller, Position Classification Specialist, ASO Division of Support Services
Nancy Brainerd, Clerk Typist, ASO Division of Support Services
Darrell Coates, Mobile Equipment Mechanic, ASO Division of Support Services
Bill Hauser, Petroleum Engineer, ASO Office of Management, Policy and Budget
Betty Ostby, Legal Clerk, ASO Division of Support Services
Debbie Llacuma, Legal Clerk, ASO Office of Management, Policy and Budget
Paul Schepler, Clerk Typist, ASO Division of Conveyance Management
Charlene Montague, Motor Vehicle Operator, ASO Division of Support Services
Tricia Hogervorst-Rukke, Writer-Editor, ASO Public Affairs
Alonzo Kelly, Outdoor Recreation Planner, Steese/White Mountains District

WELCOME ABOARD December 1987

Lynn Denlinger, Secretary, ASO Division of Conveyance Management

MOVING ON December 1987

Ann Hagan, Training Coordinator, ASO Division of Cadastral Survey
Linda Varnado, Miscellaneous Documents Examiner, ASO Division of Support Services

APPRECIATION AWARDS

Arlene Rocker, Realty Specialist, Anchorage District
Janet Sosnowski, Realty Specialist, Anchorage District
Martha Housley, Land Law Examiner, ASO Division of Mineral Resources
Joanna Hatton, Land Law Examiner, ASO Division of Mineral Resources
Karen Collie, Land Law Examiner, ASO Division of Mineral Resources

EEO AWARD

Francis Eickbush, DSD for Cadastral Survey, ASO Division of Cadastral Survey

SPECIAL ACT AWARD

Lisa Burgess, Miscellaneous Documents Examiner, ASO Division of Conveyance Management
Suzanne McWilliams, Land Law Examiner, ASO Division of Conveyance Management
Cynthia Slothower, Land Law Examiner, ASO Division of Conveyance Management
Steve Flippen, Land Law Examiner, ASO Division of Conveyance Management
Billy Glasper, Clerk Typist, ASO Division of Mineral Resources
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Bernice Leskosky, Land Law Examiner, ASO Division of Conveyance Management
Jenice Prutz, Land Law Examiner, ASO Division of Conveyance Management
Thomas Lugtenaar, Smokejumper, AFS
Howard Smith, Natural Resource Specialist, Kobuk District
Paul Salvatore, Realty Specialist, Arctic District



So, your job is going to be audited...

by Connie Teffeteller

Oh no! so you heard your job is going to be audited. What are you going to do?

When you are told your job is going to be audited, try to relax. An audit is not an inquisition. It is a process for comparing your current position description with what you are actually doing in your job. Here are some ways that you can help yourself in the audit and help the classifier gather complete and accurate information about your job.

Talk over the audit with your supervisor. Also, you need some idea of what the classifier wants. You may want to look at the classification standards in the Personnel Office, or you may want to talk briefly with the position classifier conducting the audit.

What happens during the audit?

You will be asked questions about your job. The questions will be directed to factors such as:

- What is the primary purpose of your position?
- What are your major duties?
- What kind of knowledge is required?
- How do you receive your assignments?
- How is your work reviewed?
- What guidelines do you use?
- What kind of decisions do you make?
- What kind of complications are present?

-Who do you come into contact with and why?

-How many people do you supervise?

Secondly, remember that it is your job being audited, not you as a person. Therefore, there are several factors that will not be considered during the audit, such as:

-Your personal qualifications (education or work experience). The work is classified, not the abilities of the employee.

-The quantity and quality of work produced. These are performance standards which are of interest to your supervisor but not to the personnel office.

-Length of time on the job.

-Organizational titles. Positions are classified on the basis of actual duties and responsibilities.

If available, a private area will be selected for the audit. The audit will take about one hour or more.

What will classification be looking for? The classification specialist will be checking the accuracy of the position description and determining whether the position is classified correctly as to title, series, grade and Fair Labor Standards Act status. Typical items that the specialist will be looking for include:

-Are there duties shown in the position description which you no longer perform?

-What major duties do you perform which are not in your position description?

-Has there been a change in supervisory controls over your position?

-Has there been a change in supervisory control which you may exercise over other employees?

-Has there been a change in the qualifications required to perform the work?

-Is there a duplication of any of your duties with other positions?

What happens after the audit?

The classifier's findings will be discussed with your supervisor. In most cases no change in classification is recommended. In some cases your supervisor will be asked to prepare a new position description for your position.

What you have told the classifier about your job should give him or her a better understanding of your duties and responsibilities. This will help in the analysis and decision steps that follow. Please remember that the objective of the audit is to assure that positions are correctly understood and classified. Your participation can help meet that goal. If you have any questions, please contact Don Pino or Connie Teffeteller at 271-5043.

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